

CITY OF CHULA VISTA PROPOSAL TO WCE

ARTICLE 2.09
DATE: 05/08/2013

ARTICLE 2.09 PROFESSIONAL ENRICHMENT

CURRENT LANGUAGE:

Employees represented by WCE are eligible to participate in the City's Professional Enrichment Program. The annual Professional Enrichment Fund allotment for WCE employees is \$25,000. Employees are eligible to receive up to \$1,200 per fiscal year for professional enrichment. Funds may be used at any time during the fiscal year. Fiscal year reimbursements under the City's "Professional Enrichment" will be closed the second Thursday in June. Employees may request reimbursement for professional enrichment expenses in accordance with Internal Revenue Code Section 132 and any other applicable state and federal law. Employees must receive approval from their Appointing Authority and the City Manager's designee before funds may be claimed for reimbursement. Reimbursements are on a first come, first serve basis until the funds have been exhausted.

CONCERNS:

Current language does not tie training to improving the employee's skill level for their current or future position.

PROPOSED LANGUAGE:

Employees represented by WCE are eligible to participate in the City's Professional Enrichment Program.

To qualify as a reimbursable expense, the employee must demonstrate a link to their current job or career path. Requests for professional enrichment reimbursement must be approved by the employee's supervisor, prior to any expenses being incurred, under the following terms:

- *Relevant training needs/requests are identified in performance goals*
- *Training to improve current skills or help in career advancement*
- *Employee to report out/follow-up after training*

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TENTATIVE AGREEMENT

UNION

MANAGEMENT

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Reimbursements are on a first come, first served, basis until the funds have been exhausted.

RESULT:

Provides additional accountability in support of the City's Quality Workforce Program.

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